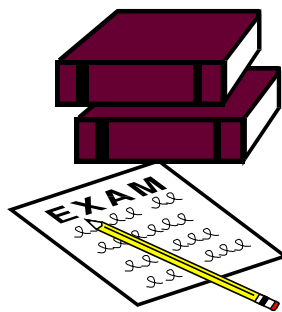


77 Leadership Lessons I Learned from Bishop Charles E. Blake



*Valuable Lessons
on Becoming a Successful Christian Leader*

*A Special Report
for
Christian Leaders*



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77 Leadership Lessons I Learned from Bishop Charles E. Blake

By Dr. Kenneth Hammonds
Director of Discipleship, West Angeles Church of God in Christ

Seventy-seven (77) lessons? Wow, you must have really been listening! Did you really learn that much? Well, the answer to all three questions is "Yes!" Actually, I learned much more. Bishop Charles E. Blake is the pastor of West Angeles Church of God in Christ, in Los Angeles, California, one of the largest and fastest growing churches in America. At the time of this writing, Fall of 2000, West Angeles was completing a new sanctuary called the **West Angeles Cathedral**. The Cathedral seats 5,000 and the entire building complex project costs over \$50,000,000 (fifty million dollars). This pastor is a powerful and dynamic leader. Some leaders and pastors have often wondered, "How does he keep up with 18,000 members and over 200 staff members?" Well, it's quite simple - LEADERSHIP. After all, the mayor of a city, the governor of a state, and the president of the United States all manage organizations much larger than West Angeles Church. As Bishop Blake says, "*Anything on earth can be managed with the right systems in place.*"

Update 2009: Bishop Blake is now International Presiding Bishop of the Church of God in Christ. West Angeles Church now has over 25,000 members. What an honor and privilege to have served with this effective, focused, and people- and ministry-minded leader.

Well, what about me? I am a life coach, educator, Bible scholar, author and the founder of Spiritual Empowerment, Plus. My current position with West Angeles Church is Director of Discipleship and I formerly served as Director of Christian Education for over 17 years with Bishop Blake. I have served with him in the good times and in the not-so-good times. I came to West Angeles Church when its membership was around 2,000. At that time it was the largest church ministry I had ever seen. When I asked Pastor Blake in 1983 how large could the membership grow; he said, "*10,000 members!*" Well, I knew then, I was dealing with a different kind of leader. I have served in many capacities in the West Angeles ministry and one of them has been as a leadership developer. I even started a school called L.E.A.D. (Leadership Enhancement and Development). I have taught Principles of Leadership and Christian Leadership at the college level and am an avid reader of leadership literature. Conservative calculations indicate I have heard Bishop Blake speak to a group of people or have been in private conversation with him 5,000 times over these years. I have made it my personal task to understand **in-depth** the philosophy, manner, and thinking of my pastor, leader, and mentor.

Since so many have asked about the leadership style of Bishop Blake and since I love to instruct people in leadership principles, I have developed this listing of **77 Leadership Lessons I Learned**. These 77 Principles serve as a tribute to all leaders and as a guide to new leaders with hints for how to get good results in leading people. Maybe at a personal level it is: **My Tribute to the Man and the Ministry**.

I don't think this listing is just for pastors. It is for Christian leaders and leaders everywhere. The principles of leadership seem to be somewhat generic and can apply to many different areas of one's life. I hope these 77 Lessons will give you insight into the mind of one of America's great Christian leaders. And I trust that you will become an even more effective servant for Christ and the ministry of which you are a part. Put into practice the principles included here and then grow even further as you develop beyond this writing into the other areas of ministry.

There are two major divisions of the **Leadership Lessons: The Leader and The Work**.

The Leader is divided into 5 Areas:

- Your Personal Development
- Your Style and Integrity
- Your Preaching
- Your Boss
- Your Enemies

The Work is divided into 4 areas:

- The Treatment of People
- The Church Operations
- The Money/Budget
- The Hiring and Firing

THE LEADER

YOUR PERSONAL DEVELOPMENT

Leadership Lesson # 1

Read. Read. Read.

Leadership Lesson # 2

You will make mistakes, but don't make them too big or too often. When you do make a mistake, immediately acknowledge it, learn from it, and move on beyond it. However, don't repeat it and make sure it's not a trend.

Leadership Lesson # 3

Be courageous. Don't be afraid or intimidated by anyone. Just do what God has told you to do.

Leadership Lesson # 4

Be a mentor. It's your task after you reach a certain stage of ministry.

Leadership Lesson # 5

Listen, look, and learn about the needs of people so your message and ministry will be relevant. Listen to the voice of the customers (your members and visitors) and you'll learn how to minister to people's needs.

Leadership Lesson # 6

Deny yourself extreme pleasures so that the ministry and its people can flourish.

Leadership Lesson # 7

Get psychological testing for yourself and continually improve your personality.

YOUR STYLE AND INTEGRITY

Leadership Lesson # 8

Innovate or die.

Leadership Lesson # 9

Always be yourself. Don't seek to be a clone of the boss, but simply a better you.

Leadership Lesson # 10

Never yell or raise your voice at your people. Yelling shows lack of respect for them. It also shows you have a control problem. Such behavior is beneath the dignity of a leader and lover of God's people.

Leadership Lesson # 11

Always keep your door open for ANY employees to come to you. The "little guy" may have valuable information for you.

Leadership Lesson # 12

Do everything at the level of **excellence**. If you can't; don't do it at all.

Leadership Lesson # 13

Be honest and up front about everything.

Leadership Lesson # 14

Stay morally and biblically pure and monogamous in the area of sex in marriage. One man for one woman.

Leadership Lesson # 15

If you are a friend, be a strong friend and supporter, even in difficult times.

Leadership Lesson # 16

Let your people disagree with your opinions and seek the best answer to the problem. (Still however, remember Lesson # 26 below.)

Leadership Lesson # 17

Let everyone who is a stakeholder participate in the process. Value the opinions of others.

Leadership Lesson # 18

Make sure your custodians love their jobs. Your buildings, grounds, and restrooms need to be clean and accommodating. People don't like to worship in a dirty place and God doesn't like it either.

Leadership Lesson # 19

When you give a person a job give him or her the freedom to do it.

Leadership Lesson # 20

Don't make major decisions quickly. Pray, think, and research. However, when you do decide, stick to your guns unless the Lord says change. People don't like a wishy-washy leader. That's why you must earnestly pray before the move and make sure your first decision is correct.

Leadership Lesson # 21

Don't be afraid to live in the area of the community in which you minister.

YOUR PREACHING

Leadership Lesson # 22

Don't preach a sermon about a member of the congregation. Preach the Word.

Leadership Lesson # 23

When preaching, lay a foundation that a college professor can appreciate. Then build that message like an architect designs and builds a high-rise structure. Let there be plenty of biblical and philosophical foundation first, then add the trimmings for beauty and symmetry. Design it like an artist designs a great work of art.

Leadership Lesson # 24

Work on your preaching. Never go to the pulpit without a message. Don't be haphazard in your sermon preparation or delivery. People know when you are not prepared even though you think they don't.

Leadership Lesson # 25

Spend several hours (at least 10-15) preparing for a new message.

YOUR BOSS

Leadership Lesson # 26

Never disagree with the boss publicly unless invited to. Update Note: Even if invited – DON'T DO IT! Just calmly offer your additional information upon which the leader can entertain an alternative opinion.

Leadership Lesson # 27

Don't run off with your vision without first checking with your boss. He may have already assigned the responsibility to someone else.

Leadership Lesson # 28

When you make a mistake, let your boss know FIRST.

Leadership Lesson # 29

If your boss has a weakness or is not up in a certain area, help him grow.

YOUR ENEMIES

Leadership Lesson # 30

You will have enemies spreading lies about you. Just don't let the lies be true.

Leadership Lesson # 31

You will have enemies – love them anyway.

Leadership Lesson # 32

You will have enemies – answer their concerns publicly, logically, prayerfully and without revenge.

Leadership Lesson # 33

Don't sink to the low level of your enemies' behavior even if it seems convenient to do so.

Leadership Lesson # 34

Don't spend energy talking about and belittling your enemies even when they spend their time and energy talking about you.

THE WORK

THE TREATMENT OF PEOPLE

Leadership Lesson # 35

Love people no matter what.

Leadership Lesson # 36

When a person makes a mistake, don't blame the person. Spend your energies solving the problem.

Leadership Lesson # 37

Always treat people with dignity and respect.

Leadership Lesson # 38

Never publicly embarrass anyone, but you can and should correct him or her in private.

Leadership Lesson # 39

Always encourage your employees' self-esteem even when you are extremely upset and privately want to tear them down.

Leadership Lesson # 40

Remember people's faces, even if you don't remember their names. (Also, don't be embarrassed to say, "Brother [Sister] I'm sorry, but tell me your name again.")

Leadership Lesson # 41

Publicly acknowledge the accomplishments of others.

Leadership Lesson # 42

Honor others. Let them have their day.

Leadership Lesson # 43

Defend the little guy and help the weak, even if it is not popular. If you don't, who else will?

Leadership Lesson # 44

When a good staff member leaves your organization praise him or her for a job well done. Even if the departure is difficult for you. (When a bad employee leaves, just praise him or her for leaving.)

Leadership Lesson # 45

Be patient with people as they grow at their own pace. Some will be faster than others. Most will not grow as fast as you would like. But if you are loving them and giving out the Word, most will grow; and all will be touched by God.

Leadership Lesson # 46

Realize people have a life outside your ministry – and they should!

Leadership Lesson # 47

Encourage growth in every area of life for your staff – personally, professionally, spiritually, and financially.

Leadership Lesson # 48

Don't be afraid to suggest counseling for your people.

Leadership Lesson # 49

Treat every visitor like royalty.

Leadership Lesson # 50

Never mistreat a member of the congregation. Never forget, they are paying your salary.

Leadership Lesson # 51

Treat everybody right. You don't know who is seated next to you. The person next to you may be a millionaire or a person who you may need to help you someday.

Leadership Lesson # 52

Delegate. Delegate. Delegate.

THE CHURCH OPERATIONS**Leadership Lesson # 53**

Always protect the church and its assets with the best legal team you can because the saints will sue. They will love you today and leave mad tomorrow.

Leadership Lesson # 54

Don't try to steal members from other congregations. It's counterproductive. If they are yours, they won't leave; if they are not yours, they can't stay.

Leadership Lesson # 55

Let the prayer ministry be free to pray without a lot of constraints. Let the Lord lead the group. (West Angeles Church has 6:00 AM, 12 Noon and 6:00 PM prayer daily.)

Leadership Lesson # 56

God does speak to and through others. Listen for the voice of God in the proposal of people who come to you.

Leadership Lesson # 57

Never put on a program or have an event that is going to be a failure. People have unusual memories: Your steady record of successes are remembered by only a few, but your regrettable singular failure is remembered by all.

Leadership Lesson # 58

Have a full, fair, and free benefit program for your staff. Give medical coverage from the very first day.

Leadership Lesson # 59

Have many active ministries within the church designed to serve the people of God and inspire them to holiness and an improved quality of life.

Leadership Lesson # 60

God's church building should be beautiful.

Leadership Lesson # 61

The church staff should be professional in their appearance. The congregation may come as they are, but the staff and church leadership need to dress at professional standards.

Leadership Lesson # 62

If a person wants to do something at the church and says, "The Lord is telling me to . . ." — listen. Then, if the thing he or she wants to do can't hurt the people and it doesn't greatly cost the congregation, let them try it.

Leadership Lesson # 63

Every ministry and manager in the church should be on the cutting edge in his or her area of assignment.

Leadership Lesson # 64

"Put it in writing."

THE MONEY/BUDGET

Leadership Lesson # 65

Stay on budget. Stay on budget. Stay on budget.

Leadership Lesson # 66

Get 2-3 bids before spending the church's money. Get the best for the budgeted price.

Leadership Lesson # 67

Never waste the Lord's money.

Leadership Lesson # 68

Don't be hungry for money for yourself or for the ministry. If you serve the Lord's people, the money will follow.

Leadership Lesson # 69

If you need money, tell the people. Never be afraid to talk about the financial needs of the church.

THE HIRING AND FIRING

Leadership Lesson # 70

When you have to fire a person, do it in love and actually try to encourage him or her as the person pursues another job. Don't seek to destroy the person; just get another in his or her place.

Leadership Lesson # 71

If employees or leaders are doing a bad job or in the wrong job – tell them. (They probably know it anyway.) Either they will attempt to improve or quit. If there is no improvement, then fire them.

Leadership Lesson # 72

If employees or leaders steal the money of the church, fire them. (Remember Lesson # 70 above.)

Leadership Lesson # 73

Hire the best people you can afford.

Leadership Lesson # 74

Pay your key people well, especially your people in key positions.

Leadership Lesson # 75

Hire a person who is already successful and doing. The best barometer of what a person will do is what a person has done.

Leadership Lesson # 76

Fire managers who are abusing their people or not treating them right.

Leadership Lesson # 77

When hiring people in key positions get a credit check. You don't want people trying to manage the church, other people, and church monies who can't first manage themselves financially.

“God Wants Your Life to Be a Success – NOT a Mess!”

☞ **Life, Leadership & Church Development Coach: FOR THE BODY OF CHRIST** ☞

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Coaching People to Achieve God's Best

“**Nothing** happens without . . . *personal transformation.*” – Dr. W. Edwards Deming

Dr. Kenneth Hammonds is a Life, Leadership and Ministry: COACH and New Testament Greek Trainer. He is an Executive Officer - **Director of Discipleship Ministries** (reinvented and retooled as the **Perfecting Believers Ministries**) at West Angeles Church of God in Christ, in Los Angeles California, pastored by Bishop Charles E. Blake. Bishop Blake is also International Presiding Bishop of the Church of God in Christ. Dr. Hammonds is also **Division Head for the Adult Ministries Sector** of West Angeles Church.

He conducts a variety of valuable assessments and training programs for managers, leaders and employees. These assessments assist organizations in maximizing their vision, mission alignment and productivity. Dr. Hammonds is a **Workshop Specialist** providing life building and business development education workshops, products and coaching services that promote: Successful Living; Leadership Development; Personal and Spiritual Growth; Entrepreneurial Expansion; Business Growth; Self-Publishing and Book Writing; and Church Development. Many in-depth workshops are available or can be designed by request.

One of his unique specialties in biblical studies is the *Compatibility of Spirituality and Wealth*. The results of this study are presented in his groundbreaking, biblical, and motivational book, *God Wants You To Be Wealthy (How to Release the Wealth Builder Within)* available at the web site: **WealthyThinking.com**. While at this site, you **MUST** sign up for his free monthly newsletter, **Wealthy Thinking**.

Dr. Hammonds is also the innovator and creative force for a new Wednesday night interactive worship and teaching Discipleship Series at West Angeles Church called, the **Perfecting Believers Discipleship Series** (PBS). With an online presence of up to 30,000 participants worldwide. The **Perfecting Believers Series** is a Christian Maturity Discipleship Teaching Series hosted by Dr. Kenneth Hammonds, challenging believers to be “**complete in every way.**” The Series takes place on designated Wednesday evenings at West Angeles Church. The Series is presented in an interactive, exciting, relevant way with liberal use of fill-in-the-blank outlines, media presentations and expert panel discussions of the things that matter most in contemporary Christian living.

As *Director of Education and Training* and *Executive Vice President*, he presided over a 1.3 million dollar education and training budget and assisted in designing the innovative leadership infrastructure for the rapid growth of the West Angeles organization. He launched an expansive leadership development program that was responsible for the training of over 200 staff members and 1,000 volunteers. While serving in Christian Education, he also founded **Four Schools of Education: Leadership Enhancement and Development (L.E.A.D.)**, the West Angeles Bible College, the School of Practical Christian Living (P.C.L.) and the School of Success (S.O.S.).

Bishop Blake fully endorses the ministry of Dr. Hammonds. He states, “**For (more than) 17 years Dr. Hammonds has served this organization with distinction and dignity; and he has been instrumental in teaching and developing thousands of individuals to grow and fully develop in the area of their God-given calling. His innovative and creative ideas helped to propel our rapid growth here at West Angeles.**”

Dr. Hammonds is an ordained minister of the Church of God in Christ and been in ministry for over 40 years. Dr. Hammonds has served with Bishop Jerry Macklin as **Director of Education** for the International AIM Convention of the COGIC and the International Sunday School Department of the COGIC where he founded the **Sunday School University** training program. He was also **Chief Editor** of the **COGIC Centennial Bible** presented in November 2007 at the 100th Year Anniversary Convocation of the of the Church of God in Christ.

EDUCATION

Dr. Hammonds has a BA, M.Div. (philosophy/theology degree) and a Doctorate (Ed.D.) in Educational Administration. He was honored to be included “Who’s Who in American Education,” a biography of leaders in education.

PROFESSIONAL COACHING ASSOCIATIONS & SPECIALIZED TRAINING

- Graduate of CoachU (The leading global provider of coach training programs.)
- Certified Leadership Coach
- Certified Toleration Specialist (**One of only a few in America today**)
- Certified Personality Profile Consultant
- Member of the International Coaching Federation (ICF)
- Member (and former board member) of Christian Coaches Network
- Member (and former board member) of the Black Professional Coaches Alliance

